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breakthrough 1985



South Carolina
Vocational Rehabilitation Department

ABOUT THE COVER

The people shown on the cover of BREAKTHROUGH 1985 are representative of those who have been trained for employment through a project with Citizens and Southern National Bank of South Carolina. The bank began working with the Columbia Area Vocational Rehabilitation Center on this training project back in 1973, and has expanded into other areas of its operation since that time.

Clients from the Vocational Rehabilitation Center are responsible for filing customer checks, working under the joint supervision of the Vocational Rehabilitation staff and that of the bank. The program began at the Vocational Rehabilitation Center, but has been moved into the Operations Center at C & S. In addition to the check filing operation, Vocational Rehabilitation clients in the training program are now responsible for filing signature cards as well as for preparing bank statements for mailing to bank customers.

Many of the trainees in these programs are now working as employees of the bank, while others have used their training to secure jobs at other banking institutions.

The training program has proven beneficial to C & S, just as other businesses in the state are learning by setting up similar programs in such areas as housekeeping, food service, construction, maintenance and other types of employment.

South Carolina
Vocational Rehabilitation Department
presents

breakthrough 1985

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STATE DOCUMENTS



South Carolina Vocational Rehabilitation Department

JOE S. DUSENBURY, Commissioner



1410 Boston Avenue • Post Office Box 15 • West Columbia, South Carolina 29171-0015

CITIZENS OF SOUTH CAROLINA:

The South Carolina Vocational Rehabilitation Department closed another successful year, having assisted 8,012 South Carolinians with physical or mental limitations to assume their roles as a part of the state's work force. The staff at Vocational Rehabilitation was able to accomplish this task by bringing together employers who are looking for qualified workers and people who are ready to face the challenge of the job.

The staff at Vocational Rehabilitation has become increasingly aware of the needs of the business community, and continues to make every effort to assist employers in a variety of ways. The rewards are evident in the successful placement of handicapped workers in the competitive job market.

Businessmen around the state have become increasingly involved in various aspects of the Vocational Rehabilitation program. Some serve as members of advisory boards and committees, while others provide sub-contract work to assist people in developing work skills for the competitive job market. Still others have opened opportunities for employment of qualified workers through on-the-job training. Many employers have participated in employee intervention programs to help increase retention of current employees whose job performance has been affected by problems. Those who have participated in these programs have found the business partnership with Vocational Rehabilitation to be profitable for them.

The South Carolina Vocational Rehabilitation Department is proud of its service to handicapped citizens of the state, as well as to members of the business community. We also acknowledge the gracious support of the Governor and members of the General Assembly in making Vocational Rehabilitation work in South Carolina. We look forward to taking a more active role in helping meet the manpower needs of the state.

Joe Dusebury

Board of Directors



E. Roy Stone, Jr.
Greenville Chairman



**The Honorable Richard
W. Riley**
Governor of South Carolina



Joe S. Dusenbury
Commissioner
S.C. Vocational
Rehabilitation Department



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Laurens

Producing Qualified Workers

Vocational Rehabilitation offices around the state make services available to all South Carolinians with handicapping conditions which interfere with employment. Uniform services are provided in each of the offices operated by the South Carolina Vocational Rehabilitation Department to help prepare these individuals for jobs in the community.

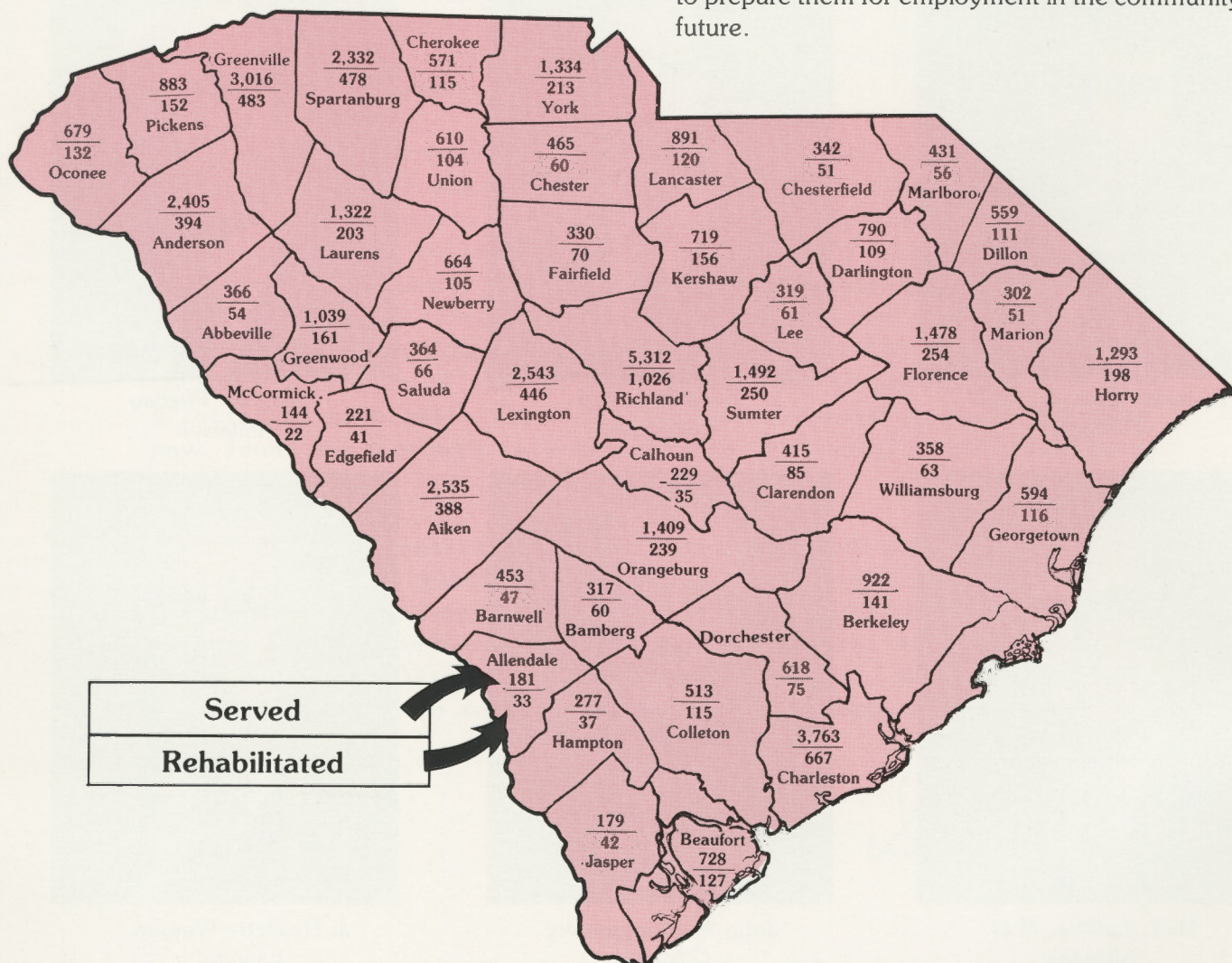
In addition, counselors from these offices have itinerant points in outlying areas so that clients in more sparsely populated areas can benefit from the same services. Every effort is made to provide vocational rehabilitation services to ALL physically and mentally handicapped citizens of employment age in the state.

The map shows a county breakdown of physically, mentally and emotionally handicapped individuals who were served by the Department during 1985. Rehabilitation is a continuous process, sometimes over a period of three years; therefore, those "served" during 1985 may continue to be "served" by Vocational Rehabilitation in an attempt to prepare them for employment in the community in the future.

TOTAL

Served.....46,657

Rehabilitated.....8,012



Across South Carolina



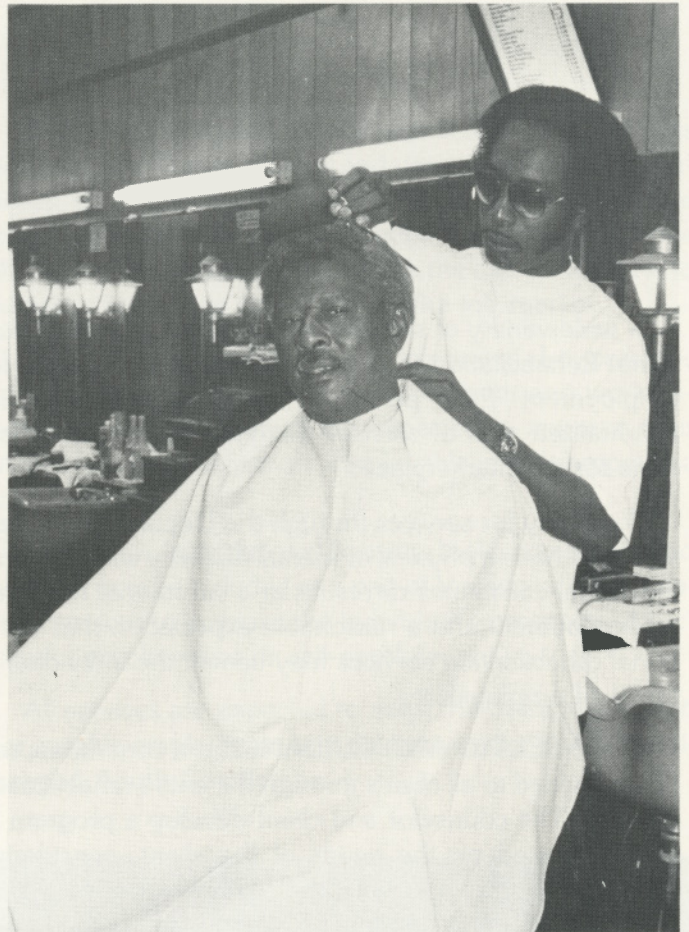
Many individuals who are in service programs of other agencies and organizations begin receiving Vocational Rehabilitation services when it appears that they may be able to go into employment in the community. As a result of this vocational rehabilitation involvement, many who have been institutionalized and dependent on state programs for their livelihood are now working and self-sufficient taxpayers.

Programs are operated in cooperation with state agencies such as the Departments of Corrections, Mental Health, and Youth Services, as well as with the Medical University, Cedar Spring Facility for the Deaf, and the Wil Lou Gray Opportunity School.

Vocational Rehabilitation also independently operates other facilities of a statewide nature to meet the specialized needs of individuals with particular types of disabilities. The Vocational Rehabilitation Comprehensive Center provides physical therapy, occupational therapy, activities of daily living, and speech therapy to severely handicapped individuals to help them become more independent and ready for employment. Palmetto Center and Holmesview Center are residential facilities for treatment of alcoholism.

The same type of services are provided to eligible individuals within these programs as are available to those served through the area offices. The cooperation between Vocational Rehabilitation and the agencies with which it works means maximum mileage from tax dollars.

Vocational Rehabilitation staff working within the various programs have specialized knowledge of the problems incumbent with the disability groups with which they work.



Preparing The Worker

A wide variety of services are available through Vocational Rehabilitation to prepare those in the program for employment. Each person in the program has an individualized plan of services designed to build qualifications for the marketplace.

To qualify for services through the Department, a person must have a physical or mental disability which for that individual constitutes or results in a substantial handicap to employment and a reasonable expectation that vocational rehabilitation services may benefit the individual in terms of employability.

COUNSELING AND GUIDANCE is a continuous service provided to all clients through the entire rehabilitation process. The counselor and client develop a program of services based on the needs of the client, considering abilities and interests, with the ultimate goal of gainful employment upon completion of services.



A thorough **EVALUATION** of the client's medical, social, psychological and vocational needs provide insight into potential for employment, as well as the nature and scope of services needed to lead the individual toward a suitable occupation. Realistic vocational goals are defined, once a person has received a complete evaluation.

All rehabilitation services contribute toward **JOB PLACEMENT**, and no client is considered rehabilitated until that person begins working on a job in keeping with his or her vocational and physical ability. The staff at vocational rehabilitation works along with business and industry in the community to match workers' qualifications with the requirements of the many types of jobs.

For The Marketplace



TRAINING in vocational and technical schools, business schools, as well as in colleges and universities may be sponsored by Vocational Rehabilitation, in keeping with the client's employment goals, if unable to obtain assistance through other sources. This equips the client with skills to improve his or her saleability on the job market.

The vocational rehabilitation program also provides many people with on the job employment and work experience programs which are expected to improve their skills and make them more employable in the competitive labor market.

In addition, occupational licenses, tools, equipment and supplies may be included as a part of Vocational Rehabilitation services to increase the individual's prospects of successful employment or self-employment.

All services are expected to assist the client in a search for suitable employment as it did last year for 8,012 handicapped South Carolinians.

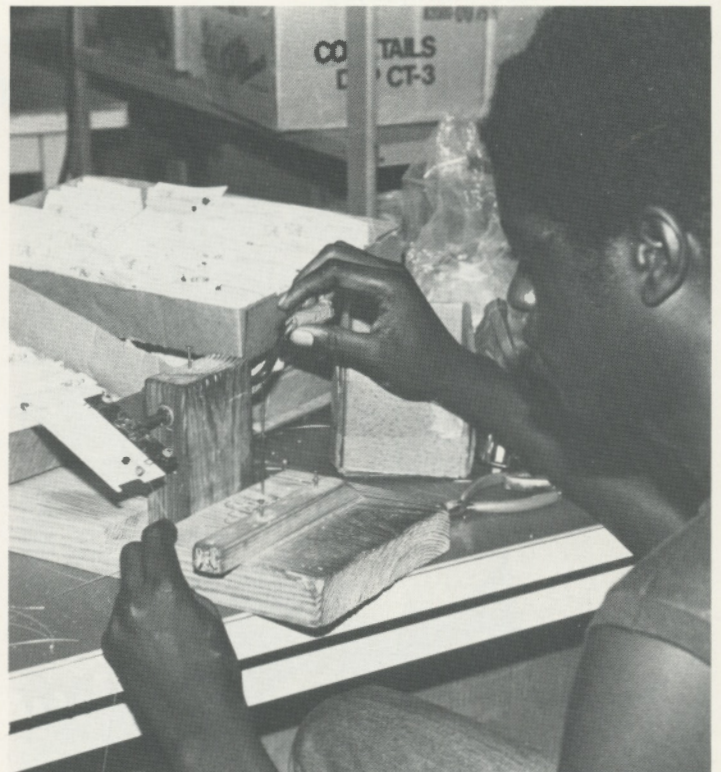
Some clients may require additional services prior to job placement, such as adjustment services, training, provision of artificial appliances or other related services. Every effort is made to assure that the individual is job ready before any attempt is made at job placement.

The client receives FOLLOW-UP services to ensure that rehabilitation is successful and that both the employer and employee are satisfied. The counselor is available after the person is on the job to assist in solving any problems which may arise.

ADJUSTMENT SERVICES provided within the vocational rehabilitation program assist the client in learning to deal with day-to-day situations and problems, as well as getting along in the community and on the job.

Wheelchairs, limbs, braces, hearing aids, and other kinds of ARTIFICIAL APPLIANCES may be provided for clients who would otherwise be unable to perform satisfactorily on the job.

A client may also receive maintenance and/or transportation payments to allow maximum benefits from other aspects of the rehabilitation program.



Entering the



The South Carolina Vocational Rehabilitation Department was successful in placing 8,012 individuals in gainful employment last year. Through the services provided by the Department, a number of problems were dealt with, ultimately making these people suitable for employment.

At the time their rehabilitation services began:

- 88.0% were unemployed
- 15.0% were in tax supported institutions
- 64.6% were dependent on family and friends for livelihood
- 50.0% had less than 12th grade education



The average weekly income of the people who came for services through Vocational Rehabilitation was \$18.40, compared with the average income of \$163.29 per week following rehabilitation. Added to the increase in income of this group of people is the pride they assume as a result of an increase in their economic well-being and self-sufficiency, as well as their contributions to the community as wage-earning citizens.

Businesses and industries across the state have contributed toward the success of the Vocational Rehabilitation program in South Carolina through opening employment opportunities as well as through other programs. All services through Vocational Rehabilitation are geared toward future employment for those in the program — a goal which has become a reality for thousands.

But job placement — the ultimate goal of rehabilitation — would be impossible without the overwhelming support of businesses in the community. Many businesses around the state are now playing a very important role in training people in the program for employment in the community, as well as in providing gainful employment for them once they become qualified workers.



Work Force

**Average
Weekly
Earnings
BEFORE
Rehabilitation
\$18.40**



**Average
Weekly
Earnings
AFTER
Rehabilitation
\$163.29**

Profile of Rehabilitated Clients

Age at Referral:

Less than 20.....	2,347
Between 20 and 34.....	3,502
Between 35 and 44.....	1,258
Between 45 and 64.....	888
Over 65.....	17

Sex:

Male.....	5,168
Female.....	2,844

Education:

Grades 1 through 8.....	1,276
Grades 9 through 12.....	5,071
13 through 16 years.....	807
Over 16 years.....	191
Special education.....	8,588

Race:

White.....	4,286
Black.....	3,697
Other.....	29

Rehabilitation

The Department operates a network of Vocational Rehabilitation Centers in the state for provision of comprehensive evaluation and adjustment training services to handicapped citizens. The evaluation program in these Centers helps inventory each client's abilities and interests, in order to develop realistic vocational goals, as well as the services which will enable the client to reach them. The adjustment program helps the client in terms of personal, social, and work skills.

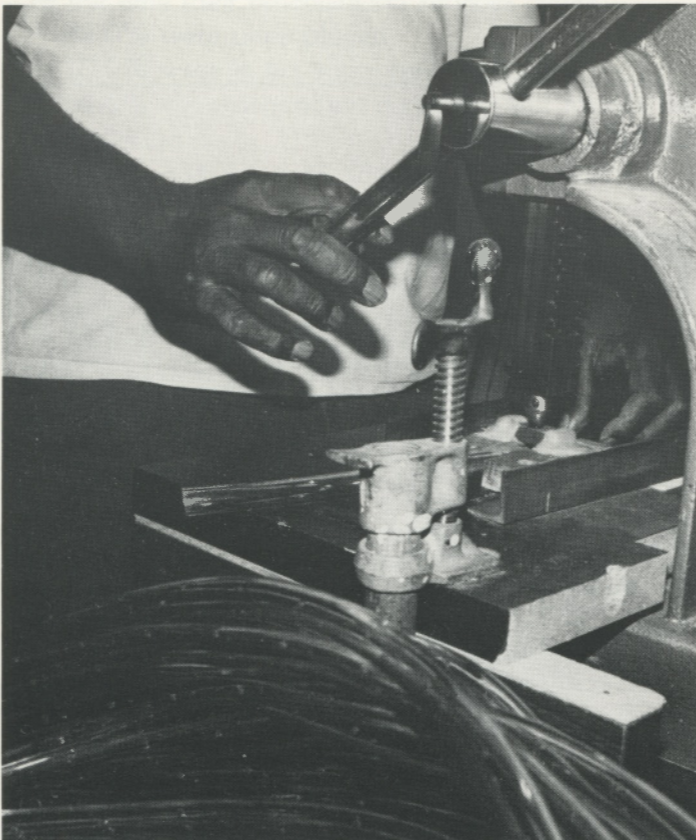
These programs are made possible through subcontract work from business concerns in the community. Clients in the Centers work on job contracts from businesses and industry, simulating actual employment. They are paid for their work, based on their rate of production, while they learn how to get along on the job. Client earnings through job contracts amounted to \$2,242,176 in 1985. Total income for the facilities around the state through contract work amounted to \$5,332,901 during 1985.



In addition to the work experience gained through contract work, many people in the Vocational Rehabilitation program are now being offered the opportunity to work within businesses to gain the training and work experience they need to prepare them for gainful employment. They are benefitting from training in such areas as food service, hotel and motel service work, and clerical jobs.

There are ten Work Activity Center programs located within the Vocational Rehabilitation Centers to provide services to people with severe mental retardation, in an attempt to take them out of institutions and prepare them for their return to the community. In this program, which is operated in cooperation with the South Carolina Department of Mental Retardation, the clients receive evaluation, personal and social adjustment, work adjustment, as well as on the job training and daily living classes.

The businesses and industries in South Carolina work in partnership with the South Carolina Vocational Rehabilitation Department in a program which is mutually beneficial; but more importantly, the program helps numerous handicapped citizens to reach self-sufficiency and independence through employment.



and Business



The South Carolina Vocational Rehabilitation Department offers a range of manpower related services to South Carolina employers and provides contact with a large force of available qualified workers.

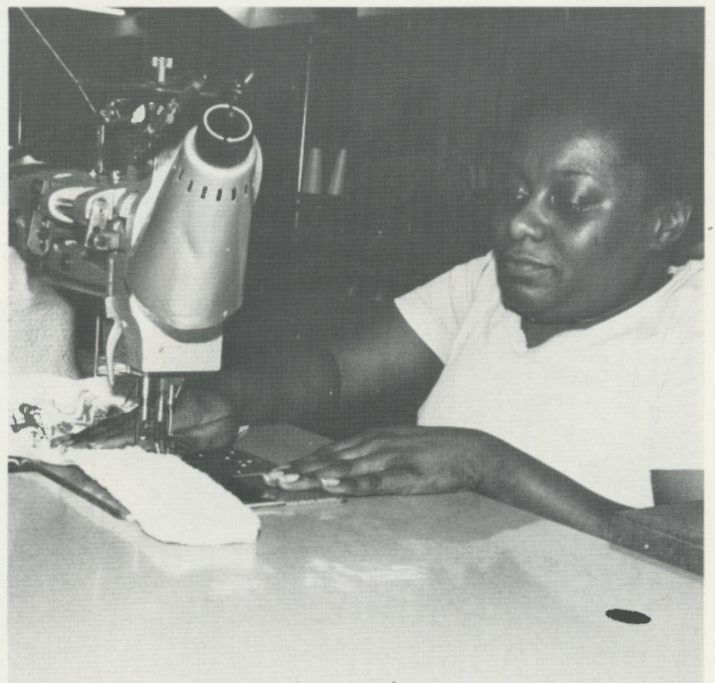
Vocational Rehabilitation staff helps people in the program in a number of areas to help prepare them for the job market:

- helps determine specific job skills
- helps select suitable work goals
- helps strengthen positive work habits
- helps match worker traits with job requirements
- helps with ongoing counseling for successful employment

Vocational Rehabilitation professionals can also supply technical assistance for businesses on tax incentive programs, such as Targeted Jobs Tax Credits and deductions for removal of architectural and transportation barriers.

They can also assist in setting up training programs which are valuable to both employer and employee. More than 300 businesses in South Carolina provided training programs for people under the Vocational Rehabilitation program. Training slots created by the employer are filled with job ready people, and the business has an opportunity to make the decision as to whether the trainee meets the requirements of the job. This program involves no cost to the business until the person goes on the payroll at the end of the training period.

Many employers are also taking advantage of early intervention programs to help retain employees whose jobs are in jeopardy. Counseling services for the individual help the person deal with problems which interfere with their performance on the job.



Projects with Industry



Training programs through businesses across the state resulted in jobs for many people in the Vocational Rehabilitation program during 1985. Both employees and employers have realized the advantages of this program.



Vocational Rehabilitation staff have served as liaison between the business and the trainee, resulting in permanent employment following training for more than 800 people during 1985. The staff at Vocational Rehabilitation surveys the employer's needs then begins the careful selection process to find trainees who have the qualifications for the job.



Trainees in these "projects with industry" work on site for a specified amount of time each week, and for a specified duration, giving the employer the opportunity to observe work habits while the trainees have the opportunity to see if they can handle the responsibilities of the particular work situation. The trainee's "salary" during this program is paid by a stipend through Vocational Rehabilitation. The employer is under no obligation to hire the trainee, but many have realized the value of this trial work period in training new employees.

Training slots were offered in 473 South Carolina businesses during 1985, resulting in training for more than 2,000 people around the state. The range of jobs through this program were in housekeeping, food services, construction, production, maintenance, and many other types of employment.

Placement In A Variety Of Jobs

The Vocational Rehabilitation program is vocationally oriented and geared toward developing skills and work habits needed by handicapped individuals to obtain jobs in the competitive market. Placement in employment is the ultimate goal of rehabilitation, and a disabled person is not considered successfully rehabilitated until gainfully employed.

A particular disability may make certain jobs impossible for a handicapped person, but Vocational Rehabilitation assists the individual in finding employment in keeping with interests, abilities, and aptitudes. Each job placement is made on an individual basis, matching the employee's skills with the needs of the employer. The Vocational Rehabilitation staff are specialists in job matching, not just job placement.

2,354 in service occupations
1,039 in clerical and sales occupations
342 in farming and related occupations
3,755 in industrial occupations
79 in special occupations
443 in professional, technical and managerial occupations



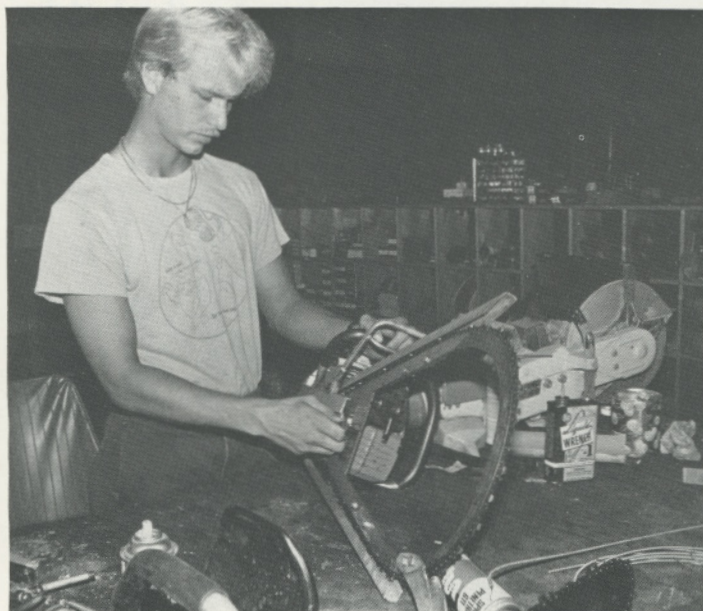
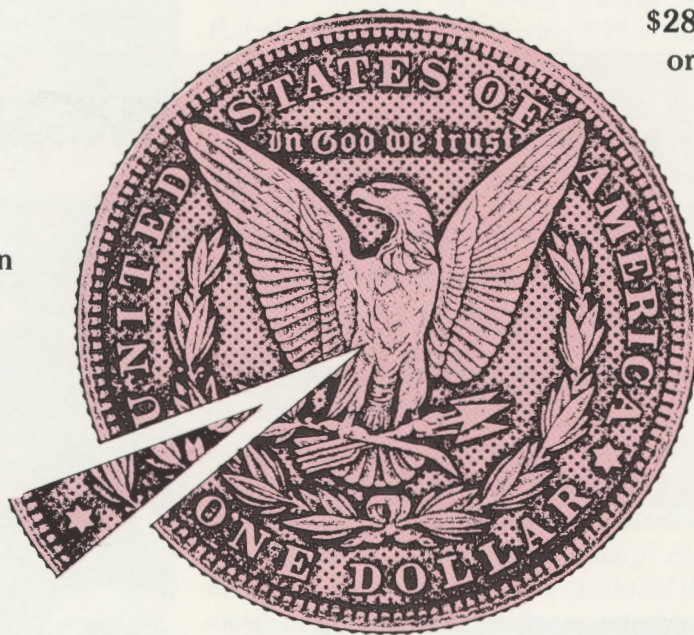
A Cost Effective Program

Through the South Carolina Vocational Rehabilitation Department, many individuals who have had difficulty with employment receive the services they need to help them in their preparation for employment in the community. For those who may never have worked because of a handicapping condition, vocational rehabilitation services can mean a new outlook on life through employment and self-sufficiency. For those who may have had to terminate an occupation because of a disability, the services may mean opening doors to a new occupation. But with an occupation comes self-sufficiency and independence — human dignity for all those who participate.

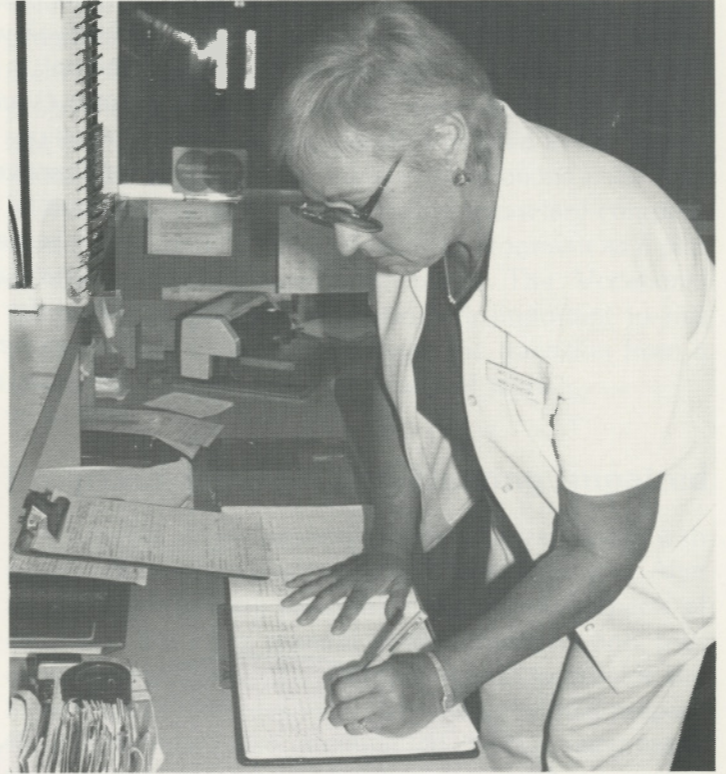
Expenditures for the basic Vocational Rehabilitation program during 1985 totaled \$30,299,993. Of this amount \$28,882,417 or 95.3% was for services to individuals, and \$1,417,576 or 4.7% for administration of the program. These figures do not include expenditures for the Disability Determination Division, CETA, work activity center programs, and other special projects.

**For Services
to Individuals
\$28,882,993
or 95.3%**

**For Administration
\$1,417,576
or
4.7%**



With a 24.6% Rate Of Return

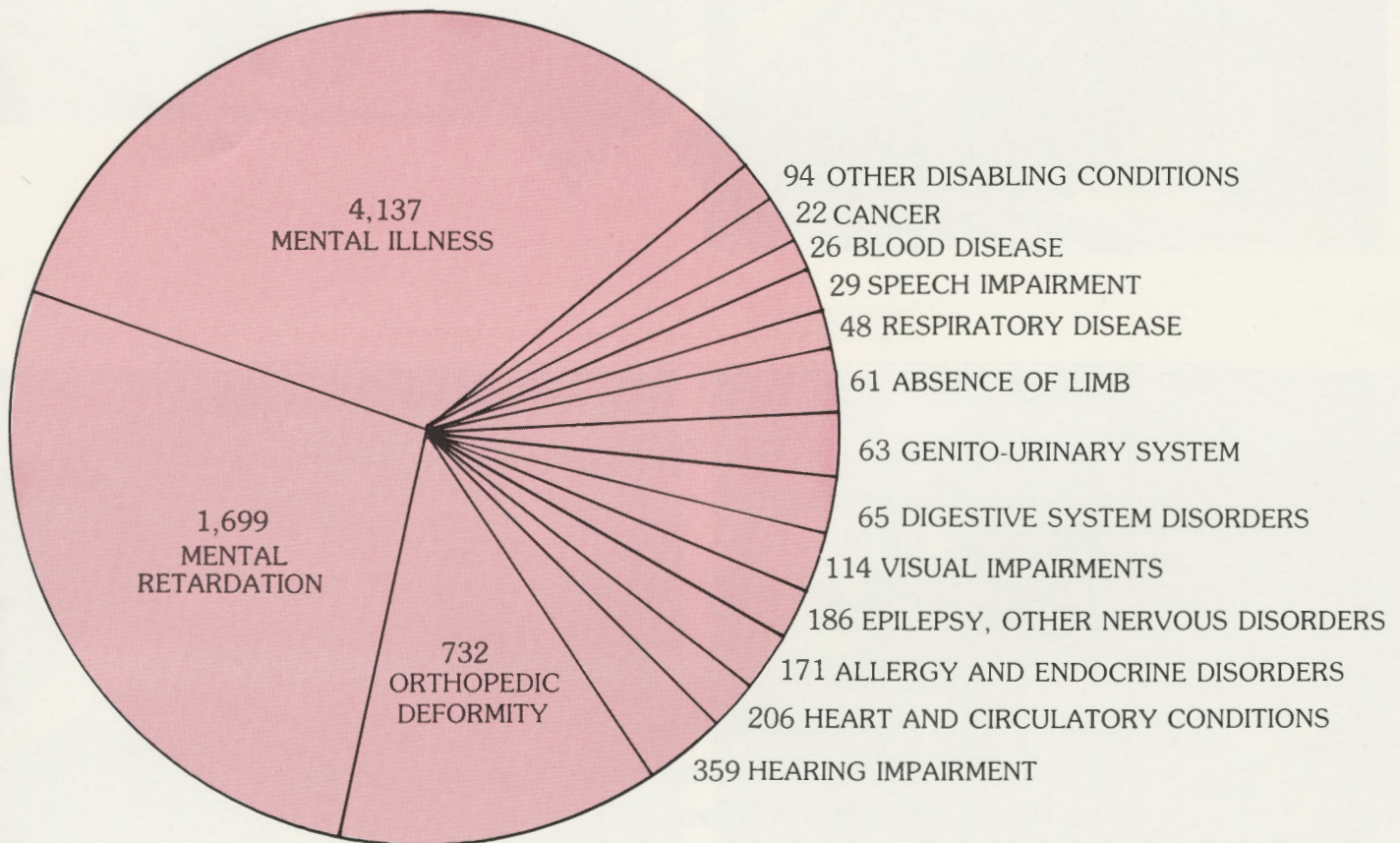


At an average cost of \$3,395 per rehabilitation:

- Clients will increase their earnings by \$12.31 for every VR dollar spent.
- Taxpayers will get back \$2.60 for every VR dollar spent.
- It takes only four years for a rehabilitated person to repay cost of rehabilitation.
- The yearly net profit for South Carolina taxpayers due to VR is over \$43 million.
- This is a 24.6% annual return on investment.

Special Needs

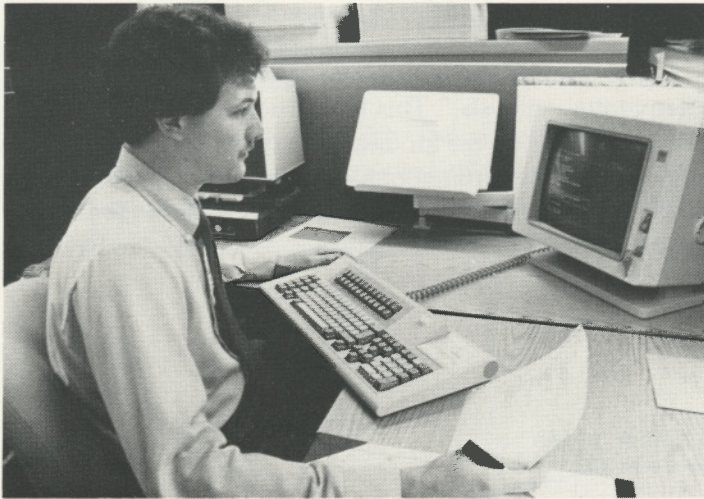
The South Carolina Vocational Rehabilitation Department assists individuals with a wide variety of disabling conditions, both physical and mental, in preparing for suitable occupations. Vocational Rehabilitation services are provided to a number of individuals with obvious physical limitations as well as those with internal problems such as heart, kidney or digestive system disorders, for example. Others may be handicapped by mental retardation, but not so much so that they are unable to perform some sort of work. The greatest proportion of clients under Vocational Rehabilitation programs, however, are handicapped by mental illness, for which they may need treatment prior to returning to work. The scope and extent of Vocational Rehabilitation services which an individual receives is designed to minimize the limitations placed on that person by a disability, ultimately resulting in employment.



Special Programs

Computer Programmer Training

As a result of the completion of first session Computer Programmer Training in 1985, ten trainees are now a part of the work force while ten more are now preparing for careers as computer programmers. A Business Advisory Committee assisted the staff at Vocational Rehabilitation in designing the the course, as well as with opening opportunities for placement at completion of the project. The highly selective program meets the needs of those severely disabled individuals who show promise in this fast-paced, technical field. While trainees are in the program, they also receive other services to help increase their independence and self-sufficiency, such as physical and occupational therapy, speech therapy, and activities of daily living.



Alcohol Rehabilitation Programs

Holmesview Center in Greenville and Palmetto Center in Florence assist those troubled by alcohol addiction or abuse in developing realistic vocational goals and alternatives enabling them to maintain or secure employment. The residential centers offer group and individual therapy, counseling, evaluation and other services to assist in coping with special problems.

Independent Living Program

The Independent Living Center helps people who are severely handicapped as a result of an accident, illness, or congenital problems to become more self sufficient in their homes, in society, in communities, as well as at work or at school. A specially trained staff works with each individual in the program to help them define their special needs and offer alternatives in improving their ability to cope with everyday situations.

School Programs

Rehabilitation services are available for eligible physically, mentally and emotionally handicapped students in many secondary schools through the Department's public school programs. Operated in cooperation with the State Department of Education and numerous local school districts, the programs assist students who will soon reach employment age and status to develop the skills needed to obtain and retain jobs. Workshop programs in 15 locations in the state provide work experiences as well as monetary compensation in a competitive production environment as a part of the student's overall curriculum. The Vocational Rehabilitation program is particularly important to this population as they begin to make the transition from a school environment into the world of work.

Programs for Deaf and Hearing Impaired

A network of professionals across the state work with people who are handicapped by hearing impairments. After an extensive training program in the various aspects of deafness, including manual communications and psychology of deafness, the staff is prepared to provide the highest quality of services to help the individual prepare for employment. Also, a continued effort is being made to coordinate programs with other community resources. The staff also works within other programs and facilities which serve those with hearing impairments, including the Wil Lou Gray Opportunity School in West Columbia and the South Carolina School for the Deaf at Cedar Spring.



Disability Determination Division

The Disability Determination Division of the South Carolina Vocational Rehabilitation Department is responsible for processing claims for disability benefits under the provisions of the Social Security Act and the Supplemental Security Income Program. The Division is decentralized with operations conducted in Greenville, Columbia and Charleston. Benefits from these programs are paid to individuals unable to work because of a mental or physical impairment. Payments continue as long as the person's impairment prevents any substantial gainful work.

The Social Security definition of disability is considered to be a strict definition, which only the severely disabled can meet. Partial disability, while recognized in many other benefit programs, is not sufficient for a person to qualify for Social Security Disability benefits.

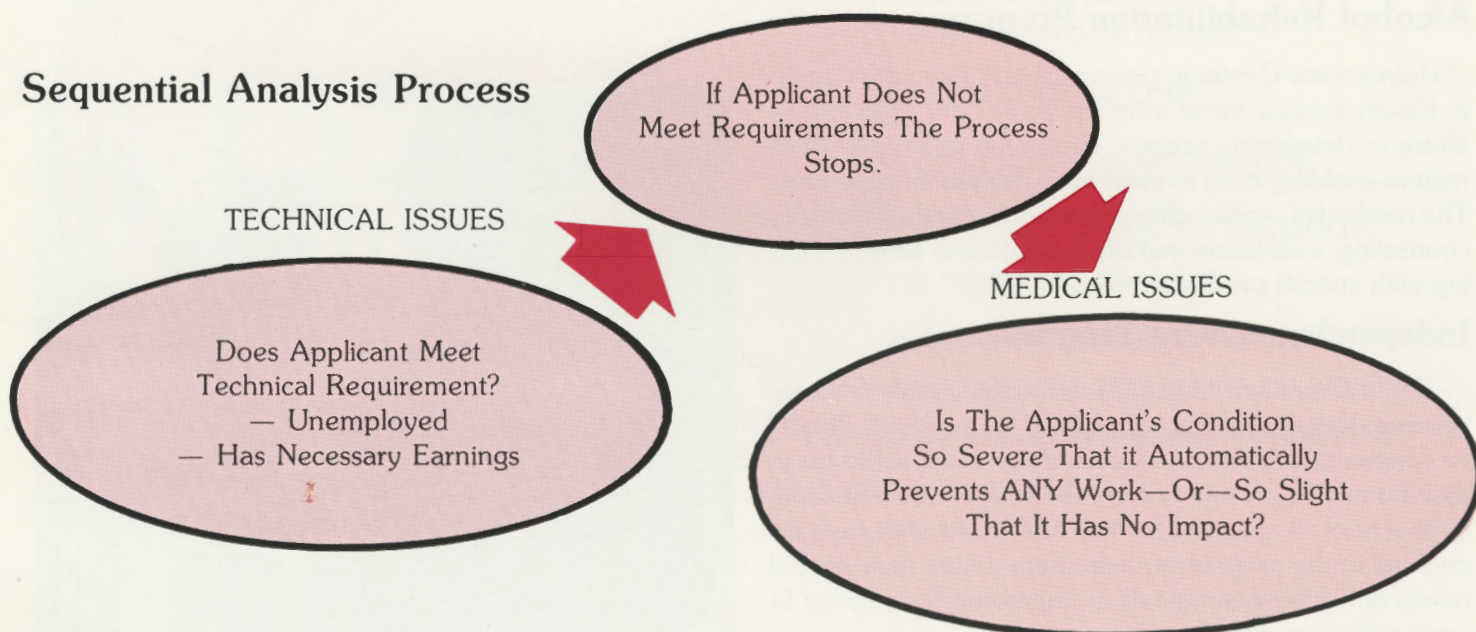
The disability decisions are made jointly by a "team" consisting of a disability examiner and physician. These professional personnel are trained in careful and equitable evaluation of medical and vocational factors under the requirements of the Social Security law.

Applications for disability benefits are initiated at local Social Security offices where technical eligibility requirements are determined, and then forwarded to the Disability Determination Division. Medical evidence is obtained from treating physicians, hospitals and other medical sources. When these reports are inadequate or incomplete, consultative examinations are purchased from other physicians or psychologists. When all medical and vocational information has been obtained, a staff physician assesses the evidence to determine the severity of medical impairment and the functional limitations imposed by the medical condition.

A disability examiner then assesses the vocational implications of the medical condition and determines whether the applicant is "legally" disabled.

Legal disability is determined by using a process called "sequential analysis." This is a structured method which ensures that all claims for disability are considered equitably and that the determinations are based on objective facts. Because it is a step-by-step procedure, it allows for a decision of disability — either allowance or denial — to be made

Sequential Analysis Process



at any point in the process, and ensures that the relevant factors are considered in a structured manner in every case.

Applicants who receive an adverse determination may appeal the decision and request that their claim be reconsidered. These "reconsidered claims" are also processed by the Division. A thorough reexamination of all evidence is made by a disability examiner and staff physician who were not involved in the prior determination.

The 1980 Social Security Amendments recognized that many advances in medical science and rehabilitation techniques in the past 25 years enable an increasing number of people to return to work after serious accidents and illnesses, and required that all disability claims be reviewed periodically. The Division performs these continuing disability reviews to determine if individuals are still eligible for disability benefits.

The Social Security Disability Benefits Reform Act of 1984 reflects Congress' awareness of the need to revise the criteria used to assess the various aspects of disability.

This legislation includes the establishment of standards in the following major areas of disability adjudication:

- * Medical improvement which would affect a person's eligibility for benefits
- * Pain brought about by some types of disabilities
- * The cumulative impact of slight impairments which may constitute a significant reduction in a person's capacity to work
- * evaluation of mental and emotional impairments
- * provision for a face-to-face hearing prior to termination of benefits

These and other provisions have required the institution of major procedural changes in some areas of case processing, with the result being more equitable determinations of disability.

As an adjunct to determining eligibility for disability benefits, the Division reviews each case for Vocational Rehabilitation potential. When the potential is present, the applicant is referred to the general program so that counselors can initiate a plan of rehabilitation.

In addition to determining eligibility for Social Security disability benefits, the Division also processes a limited number of disability applications for other state agency programs.

VOCATIONAL ISSUES

If The Condition Is Neither
As Severe—Or As Slight—As Shown
Above, It Is Then Considered With
Vocational Factors (Age, Educ., Skills)

If The Case Can Be
Decided On Medical Grounds
Alone The Process Stops.

Can The Applicant
Return To Work?
— Customary Past Work
— Other Past Work
— Any Other Work

South Carolina

Vocational Rehabilitation Department

Joe S. Dusenbury.....Commissioner
 Robert E. Brabham, Ph.D.....Assistant Commissioner, Client Services
 T. E. Ringer, Jr.....Assistant Commissioner, Administrative Services

State Office

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 Peter B. Howell.....Regional Supervisor
 Paul Knight, Ph.D.....Regional Supervisor
 Thomas C. Hadwin.....Client Services Supervisor
 Vincent Rhodes, Jr.....Client Services Supervisor
 Raynold Stoudemayer.....Client Services Supervisor

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 B. Keith Floyd.....W. Darlington Street at Jody Road, Florence
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Disability Determination Regional Offices

Michael H. Lussier.....Regional Supervisor, Charleston
 Frank G. Honea, Jr.....Regional Supervisor, Columbia
 Paul M. Kelly.....Regional Supervisor, Greenville

The South Carolina Vocational Rehabilitation Department offers equal opportunity in its employment and provision of services without regard to race, color, national origin or handicapping condition in keeping with the provisions of Title VI of the Civil Rights Act of 1965 and Section 504 of the Rehabilitation Act of 1973.

